

TERMS OF REFERENCE FOR A MONITORING AND EVALUATION EXPERT TO THE PROGRAMME CO-ORDINATION SECRETARIAT

1. BACKGROUND

The Kenya Devolution Support Program is a \$287 million program, implemented by the Government of Kenya, to support county capacity in PFM, HRM, Planning and M&E, Civic Education, and Investment management.

The main components of the Program are:

- National government executed capacity building (implemented by MoDP, National Treasury, Ministry of Public Service, Youth and Gender Affairs, and the Kenya School of Government)
- Performance based grants to counties that meet access conditions, and that can be used for capacity building and for multi-sector investments

In order to support the functions under the KDSP, a small effective dedicated Secretariat will be established under the Ministry of Devolution and Planning (MoDP).

The Secretariat will be an important element in the institutional arrangement for the Program, and be supporting the technical committee in the overall coordination of the implementation of the activities. The Secretariat will report to the technical committee and the joint steering committee (JSC) co chaired by cog or representatives of participating counties. The Secretariat is a government function, but in the first years of implementation will be mainly staffed by experts contracted in by MoDP. The composition of contracted experts will be as follows:

1. Intergovernmental fiscal relations / grant operations expert (team leader for the consultant team)
2. Capacity building expert
3. M&E expert
4. Public financial management, chartered accountant or similar
5. Procurement expert with expertise in environment/social safeguards

Objectives of the Secretariat

The KDSP Secretariat will provide administrative and technical support to the operation of the Program, and will perform secretariat functions for the KDSP Joint Steering Committee and KDSP Technical Committee.

Key functions include:

- Monitoring Program implementation, and flagging key policy issues to the KDSP Joint Steering Committee as necessary
- Supporting county governments in implementing the Program, including the assessment process, developing capacity building plans, accessing Capacity & Performance Based Grants, and using C&P Grants in compliance with the grant conditions and C&P Grant Manual (including reporting on use of grant funds)
- Supporting national government Ministries and KSG in implementing Program activities, including contracting and management of the Annual Capacity & Performance Assessment (ACPA), developing capacity building plans, implementing capacity building

activities, monitoring achievement of Program results and Program reporting

Task of the Secretariat

The KDSP Secretariat will be responsible for coordination of the technical assistance and capacity building to counties under the Program in a range of areas including financial management, procurement, and environmental and social management; commissioning and overseeing the independent annual performance assessment; communicating the results of the annual performance assessment to the Bank and obtaining the Bank's verification of it; making public the results of the annual performance assessment and the corresponding grant funds to be disbursed to counties mass media/web-pages; requesting and following up with the NT on the disbursement the funds to counties on time; collecting and aggregating data from the NT/CoB/counties to track the use of grant funds; and overall management of the Program, including preparing the **annual Program report**. On the reporting further details are provided below.

In fulfilling these responsibilities, the Secretariat will undertake the following tasks:

- *Coordination.* Day-to-day coordination of activities under the Program;
- *Annual capacity & performance assessments:* Management of the entire annual capacity and performance assessment process, including contract holding of the company, training of the annual capacity and performance assessment teams, QA, follow-up, monitoring etc. This will also entail presentation of the annual capacity building plans and budgets, and completion reports and expenditures, of all participating national government entities, reports of the annual capacity and performance assessment to the KDSP Technical Committee as well as the senior management of the MoDP, organization of meetings on ACPA, follow-up, etc.;
- *Program Management:* Responsibilities for Program Management Task as defined in the Program Operational Manual (POM) and responsible for up-dates, revisions and implementation of issues in the manual and related grant guidelines. Together with the NT, the KDSP Secretariat is responsible for development and support on regulations, manuals and legal framework related with the new grants. The Secretariat also provides support to the operations of the KDSP Technical Committee for discussions of reports of the ACPA, as well as handling of complaints, etc. and support to the Program Joint Steering Committee,;
- *Expenditure framework:* Ensure that annual Program expenditures by national government and under the county grants are consistent with the Program expenditure framework (in the Program Appraisal Document), that annual budget submissions supporting KDSP implementations (as well as expected disbursements) are consolidated across participating national government agencies, submitted and navigated through the annual budget process. Ensure that KADP results and actions are included in relevant departmental work plans, budgets, and performance contracts.
- *Coordination of the support on capacity building:* Review of the performance gaps as derived from the ACPA, and consolidation of the issues and linkages with capacity building providers in order to ensure linkages between needs assessment and actual

capacity building service delivery. The Secretariat will also ensure linkages between the operations on capacity building under the KDSP and the NCBF and its secretariat; Develop and ensure implementation of the capacity building support envisaged from MoDP and other agencies in the program; Ensure guidance to proper development and implementation of counties' Capacity Building Plans. The Secretariat will prepare cases for verification at the Technical Committee on the DLIs related to the capacity building support.

- *Reporting:* Support the M&E of the use of funds from the County Capacity & Performance Grants, including guidance to counties on issues related with investment menu, planning, budgeting and reporting. The Secretariat will also ensure that agreed reports are availed to relevant stakeholders in the GoK as well as to the World Bank and keep track on overview of disbursements and utilization of funds, review and overview of results from the disbursement linked indicators and the overall M&E framework of the Program as well as the annual progress report from the program encompassing use of funds, reports from counties on outputs, expenditures;
- *Procurement issues:* Procurement tasks related with the procurement of the ACPA, quality assurance, contract management and other activities related with the new grants.
- *Information:* Communication with the public, press, media, etc.
- *Secretariat services:* Establishment of, administrative, logistical & secretarial services support to and effective operations of the KDSP Joint Steering Committee and Technical Committee and ensure effective operations of the Steering Committee;
- *Consultancies:* Timely recruitment of the Annual Capacity & Performance Assessment Consultant, processing of results and allocation of funds. Assist the Ministry in preparation of the KDSP annual budget for adoption;
- *Monitoring:* Monitoring progress in and subsequently supporting implementation by various agencies on the DLIs;
- *System development:* Develop systems and procedures in coordination with relevant agencies where required and provide guidance to counties on procurement, ethics and anti-corruption, environmental and social management system, financial management and reporting and monitoring, evaluation and reporting systems and grant issues related with the eligible investments from the grants;
- *Guidelines and manuals:* Development, publication, dissemination (hard copy, workshops & website download), training, updating of the Program Operations Manual (POM); monitoring and reporting on implementing agencies compliance with the POM;
- *Procurement:* Securing and disseminating the World Bank Listing of Ineligible Firms & Individuals (debarred list) to all implementing agencies undertaking procurement with KSDP funds every six months (in June and December).
- *Links with WB:* Support for and participation in World Bank six monthly supervision missions;
- *Regular reports:* Quality control and Consolidation of progress and financial reports.

Reporting tasks

The KDSP Secretariat will provide the following information to the Technical Committee, Steering Committee, and MoDP for onward sharing with the CoG, core GoK agencies and the World Bank:

- Summary and consolidation of the counties' capacity and performance assessment results and the corresponding disbursed amounts based on the formula for the grant (see formats in the Capacity and Performance Assessment Manual). This will be based on the submission of reports by the contracted company, with sufficient QA from the Secretariat and the Technical Committee;
- Overview of the Program's capacity building plan for the centrally driven capacity building support and county level capacity building activities (see formats in the capacity building Manual);
- Progress report on activities executed under the national government capacity building plans and progress reports on the capacity building activities executed by the counties (using formats for reporting from the capacity building Manual);
- Summary of the project expenditures and outputs on counties' service delivery investments (standard formats in the Capacity and Performance Grant Manual (CoB reports)). For outputs this will make use of the form in CIMES system, see Appendix 1 – Capacity and Performance Grant Manual. These reports will be compiled and consolidated by the KDSP Secretariat;
- Review of the progress against the KDSP M&E framework; see Annex 1 to the POM.

Every year the MoDP coordinated KDSP Secretariat will compile these reports in an **Annual Program Report** within 3 months for the end of each FY.

On *Program Reporting* – this will encompass the Program M&E, including monitoring of the Program outcome indicators and impact assessment; through the annual progress reports; requested Financial Monitoring Reports; consulting services for the preparation and review of documents for a KDSP Review; and Program Completion Reports and workshops for final evaluation of the Program. Preparation of a follow on support (next phase) prior to closure of the Program is also envisaged under the Program.

Composition of the KDSP Secretariat

The Secretariat will be composed of a small and dedicated team of full time experts. As a minimum this will cover the following positions in addition to the Program Coordinator (who will be from GoK, MoDP):

1. Intergovernmental fiscal relations / grant operations expert (team leader for the consultant team)
2. Capacity building expert
3. M&E expert

4. Public financial management, chartered accountant or similar
5. Procurement expert with expertise in environment/social safeguards

2. SPECIFIC TASKS

The Consultant's specific duties and responsibilities are:

Specific tasks of the M&E expert

- The M&E expert will support national and county implementing agencies in all areas of M&E and reporting, especially:
 - Support the county governments in meeting reporting requirements for accessing the C&P Grants as per the C&P Grant manual, including:
 - Reporting on use of grant funds
 - Report on progress in implementing grant funded projects
 - Report on outcomes achieved through grant funded projects
 - Report on any complaints or grievances raised as a result of grant funded activities
 - Report on environmental and social protection procedures followed
 - Support the counties in improving their capacity in the Planning and M&E results area by reviewing ACPA results and county CB plans to better identify gaps and activities needed to address them
 - Support national government ministries in developing CB activities to address county CB needs in the area of Planning and M&E
 - Support counties and national government in developing measurable, achievable milestones / indicators in CB plans, and in monitoring and reporting on these indicators
 - Support MoDP in knowledge management, including compiling all program reports and in producing the annual Program report
- Monitor program implementation, including identifying bottlenecks and proposing actions to resolve them, and follow-up on agreed actions and recommendations, in close collaboration with the program coordinator
- Support the work to establish a computer-based M&E system for the KDSP, whose objective is to serve as repository for all information related to the KDSP indicators and to facilitate the generation of program reports.
- Participate in the preparation of M&E tools and formats for presenting data at both the national and county level
- Regularly participates in M & E field visits to Counties and ensures preparations of relevant reports to KDSP Coordinator.
- Regularly follow-up on projects implementation progress as per the key performance indicators and agreed targets.

- Advise the KDSP Coordinator and team leader on aspects relating to KDSPM&E.
- Participate in M&E and other training courses as appropriate.
- Participate in meetings with the MODP, County KDSP programme coordination teams and development partners and others.
- Perform other duties as agreed with the KDSP Coordinator and team leader.

Required qualifications and experience:

Education

Bachelors certificate (masters added advantage) in Business, Finance, Development Studies, Project Planning and Management, monitoring and evaluation or other relevant degrees.

Work Experience:

At least 7 years' experience including but not limited to the following areas:

- Developing and / or implementing systems and processes for monitoring and evaluating government capacity in areas relevant to the Program (PFM, HRM, M&E, public participation and / or project implementation)
- Undertaking a knowledge management function for a large program, project or department
- Demonstrated and relevant project or program M&E experience, including design of M&E systems, project monitoring and reporting. Designed and / or implemented a capacity building program to build the capacity of civil servants in planning and M&E
- Designed and / or implemented a program for measuring the effectiveness of capacity building activities. Desired skills include experience with implementation of assessment frameworks and national (or sub-national) M&E systems.

Previous experience in designing a monitoring and evaluation system for GOK/Donor funded programme, preferably experiences from previous World Bank supported Programs.

Competencies:

- Ability to work with minimal supervision.
- Must be result oriented team player
- Excellent analytical skills
- Extensive experience in M&E formats systems and processes.
- Experience in Kenya Local Government and national public service reforms.
- Fluent in English and Kiswahili.
- Computer literate, in Word, Excel and Power Point.
- Knowledge and experience in designing and conducting training.

3. LEVEL OF EFFORT AND TIMEFRAME

The assignment will be full time for a period of 1 year, with the possibility of extension, annually.

4. REPORTING, ACCOUNTABILITIES AND LOCATION

The Expert will be based at MODP, and will work under the direct supervision of the team leader and report to the KDSP Coordinator. The Consultant will also liaise closely with other members of the KDSP secretariat. The Consultant will be based at the MODP, offices in Nairobi, and will be expected to travel regularly within Kenya to support the implementation of KDSP.

5. CONSULTANT'S OBLIGATIONS

The consultant shall be responsible for ensuring his/her availability at all times, in accordance with the contract and supporting ToR. This is a full-time assignment.

6. INPUTS PROVIDED BY THE CLIENT

The Client shall be responsible for the provision of office space and furniture, and supporting office equipment. The Client shall include the Consultant in all its procurement arrangements concerning field visits and study tours, as applicable. All such inputs shall be approved by the KDSP Co-coordinator. Where travelling individually on programme duties, expenses will be incurred and reimbursed accordingly, in accordance with GOK procedures. All individual travel shall be approved by the KDSP Co-coordinator.

9. Evaluation criteria

Procurement Expert		
ITEM	weight	Maximum points
1. Qualification a) Bachelors degree in relevant field. b) Post graduate diploma c) Masters d) Phd	20%	10 5 3 2
Tasks a) Institutional leadership b) Supervisory leadership c) Team work in tasks including donor partners	30%	10 10 10

2. Relevant Experience	70%	
a) 7 year continuous experience in monitoring and Evaluation		20
b) M&E experience		15
c) Project management		10
d) Knowledge of institutional strengthening in M& E.		10
e)World Bank experience		5
f)experience in Public Sector		10
		70
3. Competencies:	10	
a) Written English		5
b)computer proficiency standard computer applications		3
c) Interpersonal skills		2
Total		100

10. APPLICATION PROCESS

Interested and qualified candidates should submit their applications which should include the following:

Detailed Curriculum Vitae

Please quote **“MONITORING AND EVALUATION EXPERT– KDSP PROGRAMME** (on the subject line.)